



College Updates for MLT Employers

Address from CMLTO Board Chair, Karen Persad



Dear Laboratory Employers of Ontario,

A warm welcome as you peruse this winter issue of our Employer Newsletter.

The CMLTO has accomplished a great deal throughout 2025. From governance and Board effectiveness to organizational modernization, the College has achieved many key outcomes related to its current set of Ends (Critical Outcomes) Policies. I invite you to read on for more information about the College’s major achievements over the past year and what they mean for you as an MLT employer.

The second update I would like to share is the result of the call for nominations for election to the 2026 Board of Directors. We are very pleased to report that, for the third year in a row, the Board of Directors will have a full complement of Professional Board Members. Our Professional Board Members are MLTs with diverse experience and knowledge of industry trends, professional standards, and the broader landscape of the medical laboratory workforce. I encourage you to watch for future election updates if you are interested in contributing to the work of the CMLTO Board of Directors. We also invite you to encourage any staff who work for you to come forward and get involved in these opportunities and to provide support to them if they do. Serving on this Board is an excellent opportunity to develop valuable team skills in collaborative high performing team dynamics, appreciative inquiry

while honouring multiple perspectives, and building respectful consensus. Keep an eye out for Board opportunities which are typically shared via our website, e-blasts, and social media campaigns.

I am also pleased to share that we have completed all planned engagement sessions for 2025 as part of our broader Careholder Linkage initiative. We are very grateful for your part in supporting these meaningful discussions. This initiative connects the CMLTO Board of Directors with each of the College's key partner groups to both share information and seek input on systems-level issues, inform governance functions, and guide policy direction. Throughout late summer and fall, these sessions focused on gathering input from our Employer, Registrant, and public Careholder groups through focus group discussions. Please read on to see what we heard from you!

Thank you for everything you do to support both the medical laboratory profession and the broader public interest as an MLT employer. Wishing you a joyful and relaxing end-of-year season, and I look forward to connecting with you again in the new year.

Sincerely,

Karen Persad, BSc, MLT, C.Dir

CMLTO Board Chair

Address from Registrar and CEO, John Tzountzouris

Dear MLT Employers of Ontario,

As 2025 comes to a close, I would like to reflect on the past year and express my gratitude for your ongoing contributions and dedication to the medical laboratory profession. As MLT employers, you play a vital role in ensuring the delivery of safe patient care across the province and supporting effective laboratory operations.

In this issue, we have provided several important updates that we encourage you to read more about. The 2026 registration renewal process is well underway. The renewal period opened on November 1 and will remain open until December 31 at midnight. All CMLTO-registered MLTs in Ontario must renew their registration by this deadline. We strongly encourage you to promote the renewal process within your teams, and we have included a template email in this issue to support you. This resource is designed to help ensure that your employees maintain their registration and continue to work legally in the province.



Another key update focuses on the importance of maintaining patient privacy and confidentiality in MLT practice. It is essential that all MLTs understand fundamental concepts, relevant legislation, and the consequences of privacy breaches. To support this, CMLTO staff have developed several educational resources, some of which are highlighted in this issue. We encourage you to share these materials with the MLTs you employ to reinforce best practices and protect patient information.

We have also refreshed our Interprofessional Collaboration (IPC) Case Studies this year. The case studies are now presented as infographics to offer a more accessible and engaging format, reflecting the College's commitment to continuously improving our resources. We invite you to explore these updates in this issue and share the case studies with your employees for professional development purposes.

On a different note, we are pleased to share our updated instructional video on the CMLTO Public Register. As you may recall, we modernized our Online Services and Public Register platforms in late 2024 to improve their usability and accessibility. The updated video provides an overview of how to navigate the Public Register, a key tool for verifying whether an MLT is registered with the CMLTO and practising in good standing. We encourage you to view the video within this issue and provide your feedback via the short poll we've provided.

As we conclude 2025, I would like to once again thank you for your support of the medical laboratory profession and for your continued commitment to protecting Ontarians.

Sincerely,

John Tzountzouris, MA, BSc, BHA, MLT, GSP

Registrar & CEO





2026 CMLTO Annual Renewal Reminder

This is a reminder that the CMLTO Annual Registration Renewal for 2026 began this past November 1st. College staff issued renewal notices by letter mail and email, and we included on our social media channels as well.

All of our communications regarding renewal are included instructions on how to renew, key dates, and contact information should MLT Registrants or

CMLTO Voluntary Roster Affiliates have any questions about the process.

As MLT employers, we encourage you to ensure that all Medical Laboratory Technologists and CMLTO Voluntary Roster Affiliates who you employ to ensure that their registration is renewed by December 31st this year.

To support you in this process, we have put together a brief email template below, which we encourage you to distribute to all applicable staff:

The deadline to renew your [registration \ Voluntary Roster enrollment] with the CMLTO is December 31st at 11:59 PM EST. The College has issued communications about this via letter and digital mail, along with social media and website updates.

Please ensure that you renew your [registration \ enrollment] by the December 31st deadline. If you do not adhere to this deadline, you are at risk of your [registration \ enrollment] being suspended.

Please visit the CMLTO website for more detailed information and instructions on how to renew your [registration \ enrollment]: [Renewing my Registration with the CMLTO – CMLTO](#).

Thank you,

If have any questions about the Renewal period or process, please reach out to us via email at communications@cmlto.com.

Driving Progress in 2025: Modernized Systems, Stronger Engagement, Better Resources

The College of Medical Laboratory Technologists of Ontario (CMLTO) remains committed to serving the public interest, ensuring that Ontarians receive safe, high-quality medical laboratory services. This work is guided by the College's Ends (Critical Outcomes) Policies, which focus on:

- Effective Medical Laboratory Professions Regulation
- Accountable Professionals
- Effective Regulation within the Health System

These policies are designed to ensure safe practice, professional accountability, and high-quality care across the province. The CMLTO Board of Directors regularly monitors the achievement of these outcomes to maintain regulatory excellence.

Please read further for some key highlights that took place throughout 2025:

Governance and Board Effectiveness

In 2025, the CMLTO Board strengthened governance practices through policy updates, monitoring initiatives, and professional development programs. The Board finalized its 2025 Integrated Strategic Agenda/Work Plan and conducted a Board Effectiveness Self-Evaluation. Updates to Governance Process, Executive Limitations, and Board/Staff Relationship policies, alongside refinements to the Risk Register and Governance Scorecard, have ensured effective oversight and strategic planning, which are measures that support a stable, accountable regulatory environment.

Financial Stewardship and Operational Updates

Sound financial management is key to the College's ability to deliver services that support both public protection and professional practice. In 2025, the Board approved the 2024 audited financial statements, approved the proposed 2026 budget, and monitored executive reports on financial planning and asset protection.

Strategic Initiatives and Organizational Modernization

CMLTO continued to modernize its systems in 2025, including the ongoing implementation of the Online Services and Public Register databases. These improvements support accurate, timely Registrant information and more efficient regulatory processes. Modernized data systems benefit MLT employers by providing access to up-to-date, reliable information about registration, competencies, and professional standards.

Professional Standards and Public Engagement

The College endorsed national competency profiles and assessment processes through CAMLPR, supporting consistent entry-to-practice standards. Board and Committee members participated in external conferences and professional development, ensuring that regulatory

decisions are informed by current evidence and best practices. Initiatives to integrate diversity, equity, and inclusion benchmarks into operations further strengthen the profession's alignment with modern healthcare expectations.

Looking Ahead

The progress achieved in 2025 positions CMLTO to continue supporting Ontario's medical laboratory workforce effectively. Employers benefit from strengthened governance, modernized systems, and enhanced regulatory standards, which collectively contribute to workforce stability, professional accountability, and public trust in laboratory services.

CMLTO Privacy Campaign: Newly Developed Resources and Key Information

The CMLTO is in the midst of working on a campaign dedicated to developing educational and practice resources related to protecting patient privacy.



Protecting patient privacy and confidentiality is fundamental to MLT practice. MLTs must handle personal health information (PHI) carefully and responsibly, following the law, ethical standards, along with CMLTO's Standards of Practice and Code of Ethics.

The fulsome campaign is going to be launched in early 2026, but before then, we are pleased to share 2 key resources with you, our MLT employers:

- An [educational one-pager](#) that contains key terms, concepts, and resources dedicated to protecting patient privacy and confidentiality.
- [Inquiry, Complaints, and Reports Committee \(ICRC\) Policy 08: Privacy](#). This policy explains how CMLTO addresses privacy breaches by MLTs, treating them as professional misconduct. It outlines the process for investigating breaches and possible consequences, including education, mentorship, or referral to the Committee, to ensure patient confidentiality is protected.

As an MLT Employer, you are responsible for ensuring that privacy and confidentiality standards are adhered to at all times amongst your MLT employees. We encourage you to carefully consult the resources above to ensure that you are informed and aware of maintaining privacy and confidentiality in MLT practice. We will be contacting you in the new year once the fulsome campaign is ready.



Updated Interprofessional Collaboration Case Studies Available

CMLTO has recently updated its Interprofessional Collaboration (IPC) Case Studies, transforming them into easy-to-use infographics that make learning more accessible and practical for Medical Laboratory Technologists (MLTs).

For employers, these refreshed case studies offer a useful resource to support staff development. The real-world scenarios highlight how effective communication, teamwork, and problem-solving contribute to safe, high-quality laboratory services—areas that directly impact workflow efficiency, service delivery, and overall patient outcomes.

Each infographic presents key lessons, practical takeaways, and discussion questions that can be incorporated into team huddles, onboarding, or ongoing training to help MLTs navigate interprofessional challenges in their daily work.

The updated case studies address topics relevant to laboratory environments, including aligning laboratory practices with clinical needs, improving specimen integrity, addressing communication gaps, and enhancing collaboration with other health professionals.

By offering these case studies in a visual, accessible format, CMLTO aims to support MLTs—and the organizations that employ them—in strengthening interprofessional collaboration and contributing to high-quality patient care across Ontario's health system.

Explore the new IPC Case Study infographics [here](#).

Updated Informational Video on CMLTO Public Register: We Want your Feedback!

CMLTO staff have released an updated video about navigating the Public Register.

The Public Register is an invaluable tool for MLT employers as it provides key information about CMLTO Registrants in one place: registration status, practice specialties, place of employment, and any discipline findings from the past, if applicable. MLT employers are able to verify whether or not an MLT can legally practice by consulting the Public Register tool.

Given that this tool was recently updated as part of the broader technological infrastructure modernization, CMLTO staff have developed this video resource to ensure comfort and confidence when navigating the tool, and the video includes instructions about how to access the Public Register, what information can be found there, and why the Colleges are required to maintain this tool for use from all key partner groups.

We invite you to access the video [here](#).

After you watch the video we ask that you to provide feedback about the accessibility and understandability of the information, given your role as an MLT employer and essential user of the Public Register:

Did you find the information in the video to be accessible and understandable?



If you responded "thumbs down", and do not find the information within the video to be accessible or understandable, please email us at communications@cmlto.com to identify areas of improvement.

2026 Board Election Results: Supporting Safe and High-Quality Lab Practice

The CMLTO is pleased to announce that all upcoming vacancies on the 2026 Board of Directors have been successfully filled, ensuring a full complement of Professional Board Members for the third consecutive year.

Why this matters to MLT employers:

A fully constituted Board ensures consistent oversight of the profession and supports the College's ongoing work to protect the public interest. For employers, this means a strong and

stable regulatory environment that helps maintain high standards in medical laboratory practice and contributes to the safe delivery of laboratory services across Ontario.

Election Highlights:

- The refreshed Board election approach introduced in 2023 successfully addressed vacancies in all Electoral Districts, including historically underrepresented Northern regions.
- New Professional Board Members have been elected for the following districts:

District 2 – Central West Region

- Krista Unruh elected for a three-year term (Jan 1, 2026 – Dec 31, 2028)

District 3 – Metropolitan Toronto Region

- James Jose elected by acclamation for a three-year term (Jan 1, 2026 – Dec 31, 2028)

District 4 – Central East Region

- Matthew Wong-Fung elected for a three-year term (Jan 1, 2026 – Dec 31, 2028)

District 8 – Registrant-at-Large

- Imaya Vithana elected by acclamation for a three-year term (Jan 1, 2026 – Dec 31, 2028)

The CMLTO congratulates the newly elected Board Members and looks forward to their contributions in advancing public protection and supporting the profession.

We also encourage you to run for future elections and use your leadership experience and expertise to consider serving on the future Board of Directors and contributing to a sound and diverse regulatory environment. Please stay in touch with us via this newsletter, our social media channels, and website blog for more information about upcoming elections!



Did You Know? CMLTO Offers a Job Posting Service for Laboratory Employers

The CMLTO offers a dedicated service to help you find qualified Medical Laboratory Technologists (MLTs)?

Share Your Openings with Us

You can submit your job postings—complete with your contact details—in PDF or Word format to corporateservices@cmlto.com. Once approved, your listing will then be live on the CMLTO

website for **30 days**, giving your opportunity great visibility for a fee of **\$357.14 + HST** per posting.

Learn More

The CMLTO's webpage on Job Posting Resources brings together essential hiring guidance, including:

- Information on **hiring recent graduates**, allowing new MLTs to begin working as lab assistants or technicians while awaiting their Practicing Certificate of Registration with the CMLTO.
- A reminder for employers to **verify MLT credentials** via the **CMLTO Public Register**. Employers are also notified if any MLTs in their facility are suspended—for example, due to non-payment of fees—and are reminded that MLTs must report changes in personal or employer information.
- Access to the **Voluntary Roster of Registered Medical Laboratory Technicians**, ideal for considering medical laboratory assistants and technicians until they become regulated professionals.

Our stated and general requirements for postings are:

1. Placement located within the province of Ontario
2. Qualifications state that the applicant must be registered in good standing with the College of Medical Laboratory Technologists of Ontario (CMLTO)

Boost Your Reach via LinkedIn (and More!)

Starting August 2023, CMLTO began amplifying job posting via our social media channels including LinkedIn, with monthly posts shared in bulk for even broader visibility. This is a powerful way to connect with professionals where they engage daily.

Want to Maximize Your Impact?

- **Submit early:** Ensure your posting is online for the full 30-day duration.
- **Leverage social media:** Highlight your post on your company's LinkedIn and/or Twitter for added reach.
- **Include key details:** Clearly outline your role's scope, required credentials, and next steps—this makes it easier for potential candidates to connect with you.

Want more information? Visit the [CMLTO Job Board and Posting an MLT Job](#) page to explore all the details and get started.

CMLTO Focus Group Insights: Strengthening Public Safety, Trust, and the Laboratory Workforce

In 2025, the CMLTO Board of Directors undertook a series of focus groups with key Careholder groups—including MLT employers, members of the public, and Medical Laboratory Technologists (MLTs)—as part of its Careholder Linkage Plan. These sessions provided valuable insights into the priorities, concerns, and expectations of those directly and indirectly impacted by medical laboratory practice in Ontario.

Looking Ahead

The insights gathered from these focus groups reaffirm the College’s commitment to public protection, professional accountability, and workforce sustainability. By engaging employers, the public, and MLTs, the CMLTO Board is better positioned to prioritize strategies that:

- Advances the oversight of medical laboratory assistants and technicians;
- Support workforce planning and innovative staffing models to address shortages and burnout;
- Enhance transparency and public awareness of the laboratory system;
- Promote continuous professional development and collaboration across the health sector.

Through these efforts, the CMLTO continues to ensure that public safety, trust, and high-quality laboratory services remain at the forefront of its work.



Be in the Know: Updates and Ongoing College Initiatives

Please see below for some key initiatives coming up at the CMLTO that directly impact you. If you have any questions or would like some more information about these projects, please reach out to us at communications@cmlto.com.

QA Professional Portfolio Audit → **Launched July 2025, due December 31, 2025**

Learning Goal Resource → **Updated resource available [now](#)**

Mandatory Reporting → **Reminder: employers must notify CMLTO of suspensions, terminations, and practice restrictions. Learn more [here](#).**



Request a CMLTO Speaker

The CMLTO is committed to building relationships with registrants, other health regulatory Colleges, key Careholders, and the public.

Did you know that the CMLTO can provide speakers on a wide variety of topics, including its regulatory role, ethics and professionalism, inter professional collaboration, and the Voluntary Roster of Registered Medical Laboratory Technicians?

To request a CMLTO speaker to deliver a presentation, please email communications@cmlto.com.